



Political & Organizing Director

The Minnesota DFL Party is now accepting applications for Political & Organizing Director. To apply, please send a cover letter, resume, and list of references by electronic mail to:

Heidi Kraus Kaplan
Executive Director
Minnesota DFL Party
255 East Plato Boulevard
St. Paul, MN 55107
hkrauskaplan@df.org (Please put "Political Director" in subject line)

Applications due October 15, 2021. Please direct any questions about the jobs or the process to Heidi Kraus Kaplan, Executive Director.

Title: Political & Organizing Director

Status: Full-time

Description: The Political & Organizing Director is a multi-faceted position responsible for developing, implementing, and managing a statewide political organizing plan. The Political & Organizing Director will direct and manage two distinct programs: managing political relationships across the DFL Party – meaning, building or growing on relationships with existing progressive partners, labor unions, or outside organizations that have aligned interests. This position will also be managing organizing programs that already exist in the Political & Organizing Department, while always training and guiding the DFL party and our local unit infrastructure to be organizing around year round voter contact.

Minimum Qualifications: The ideal candidate will be an authentic, inclusive, and a strong leader. While no candidate will embody every skill set or quality, the successful candidate will demonstrate many of the following qualifications and attributes:

- Bachelor's degree or equivalent experience
- At least two (2) cycles of work experience in campaign management

- A management-level role (a) on a campaign for federal or statewide office, (b) as staff for a party organization or a statewide coordinated campaign
- Active membership in the DFL Party (or the Democratic Party in another state).
- A properly insured vehicle for travel around the state as necessary
- Experience with financial and budget management
- Proficiency with voter targeting, plan development, voter identification, base-vote and get-out-the-vote drives, including voter protection practices.
- Skilled trainer and facilitator that can help build large scale training curriculums.
- Knowledge and use of Vote Builder including Voter File, and My Campaign; and field management tools.
- Experience organizing in partnership with BIPOC and underrepresented communities across Minnesota (or in other state).
- Outstanding written and oral communication, including effective communication among diverse audiences and stakeholders.
- Experience hiring, managing, and developing a diverse staff.
- Proven track record of effective staff management and building accountability structures.

Duties: The Political & Organizing Director is a senior level position and will report to the Executive Director and State Party Chair.

1. Create plans for all political activity and strategies for plan implementation
2. Manage political relationships and community relationships to support the political, field, digital, and communications programs
3. Build relationships with allied organizations and key demographic groups
4. Organize and facilitate party events, including stakeholder table meetings, trainings, and direct voter contact
5. Manage Coalition Director, Rural Director, and organizers
6. In consultation with the DFL Executive Director, interview, hire, and train a diverse staff.
7. Identify opportunities to organize to grow different constituency groups within the party
8. Research and suggest new and innovative voter outreach/contact tools that can help enhance the 2021-2022 Program;
9. Communicate quantitative and qualitative data outcomes of past and current programs

10. Identify, organize, and promote political surrogates and community/opinion leader surrogates for the political, field, digital, and communications

11. Perform such other duties as assigned by the State DFL Chair and Executive Director

Compensation: Commensurate with experience, with initial salary band of \$65,000-\$85,000. Employees of the DFL are paid on a bi-weekly basis and receive a competitive benefits package including health care and dental.

Voluntary Self-Identification Information

Consistent with the DFL Party's commitment to including groups historically underrepresented in the DFL Party's affairs, by virtue of race/ethnicity, age, sexual orientation, or disability, we encourage members of underrepresented groups to seek jobs within the DFL Party. To help in this effort, we ask applicants to complete this self-identification form. Completion of this information is voluntary and is not a requirement of employment. This information will not affect the decision regarding your application for employment. This information will be kept confidential. Please select one or more groups that fit your identity:

- African American/Black
- Asian/Pacific American
- Hispanic or Latino
- LGBTQ+
- Native American
- Person with Disability
- Veteran
- White or Caucasian